

Department of Corrections SMART Act Hearing

Joint Judiciary Committee
January 18, 2023



COLORADO
Department of Corrections



Mission & Vision

Mission

“To protect the citizens of Colorado by holding offenders accountable and engaging them in opportunities to make positive behavioral changes and become law abiding citizens.”

Vision

“Building a safer Colorado for today and tomorrow.”

Organizational Chart



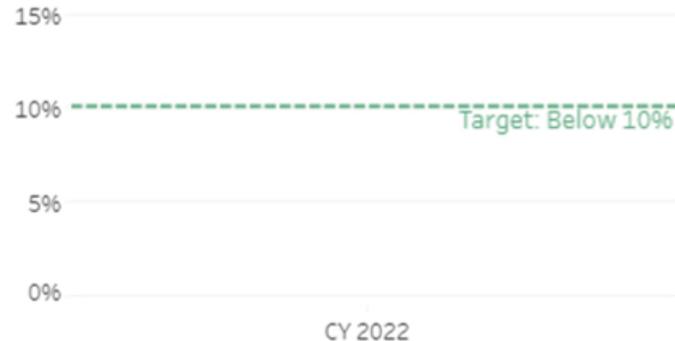
*The Executive Director's Office Budget Includes: Parole Board: 21.5 FTE and a \$2,252,595 Budget and FTE and budget for BIG and CI

Total Department FTE & budget breakdown
(FY 2023-24 appropriations)
6,318.8 Total FTE
\$1,048,250,694 Total funds
\$955,113,645 General funds

FY 2022-23 Wildly Important Goals: WIG #1

Wildly Important Goal:

Sustain reductions in the one year return rate below 10% through June 30, 2023.



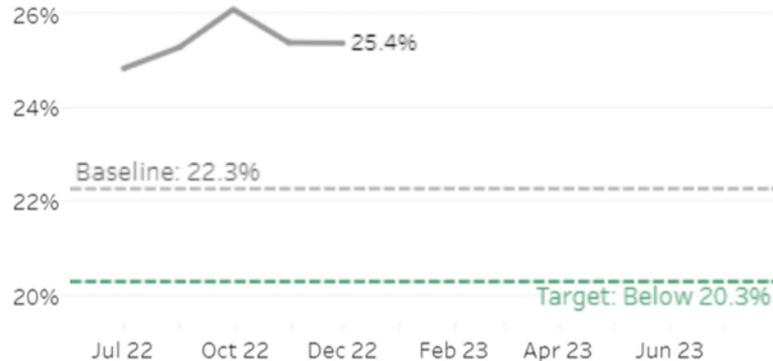
Successful completion of this goal will improve upon previous work by the Department to support those re-entering society, help Colorado become one of the top 10 safest states, reduce victimization in our communities, and save taxpayer dollars by utilizing resources more effectively and not incurring the cost of re-incarceration.



FY 2022-23 Wildly Important Goals: WIG #2

Wildly Important Goal:

Decrease staff vacancy rate from 22.25% to 20.25% by June 30, 2023.



Successful completion of this goal will decrease staff vacancies and allow prison operations to operate at full capacity and deliver crucial programming and services. Reducing vacancies also improves facility security, and increases the likelihood of successful reentry of incarcerated individuals.

How CDOC will accomplish WIG #2:

The Department of Corrections will achieve this goal through the following leading indicators:

Increase the percentage of staff completing the probationary period from 56% to 72% by June 30, 2023.



Increase the applications from 9,524 to 10,000 by June 30, 2023.



Reduce annualized turnover rate from 21.83% to 20.4% by June 30, 2023.

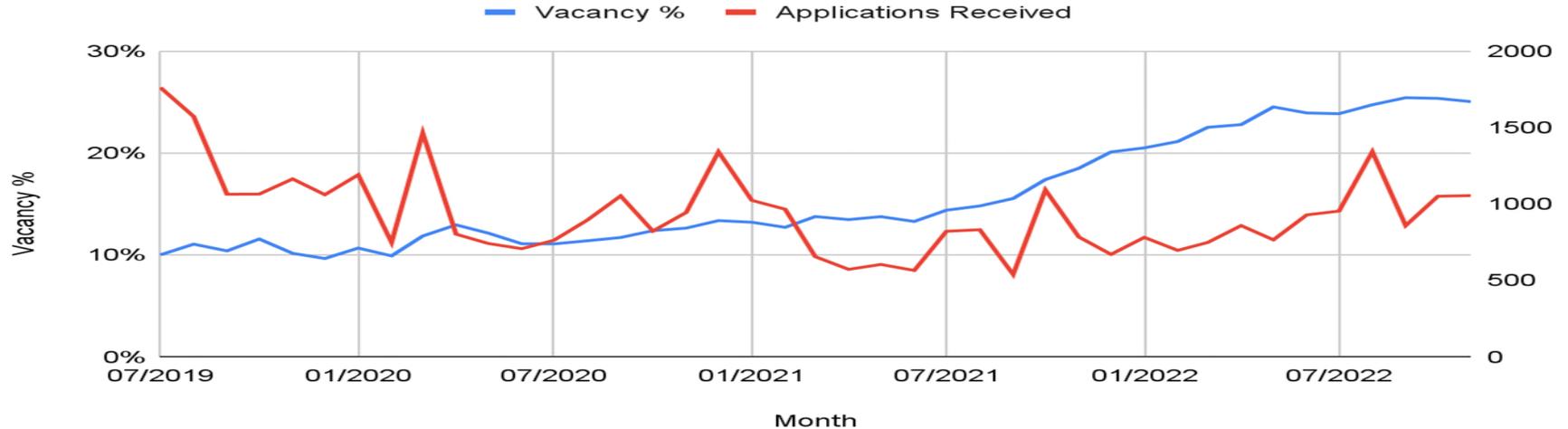


Increase recruitment contacts at Historically Black Colleges and Universities (HBCUs) from 3 to 50 by June 30, 2023.



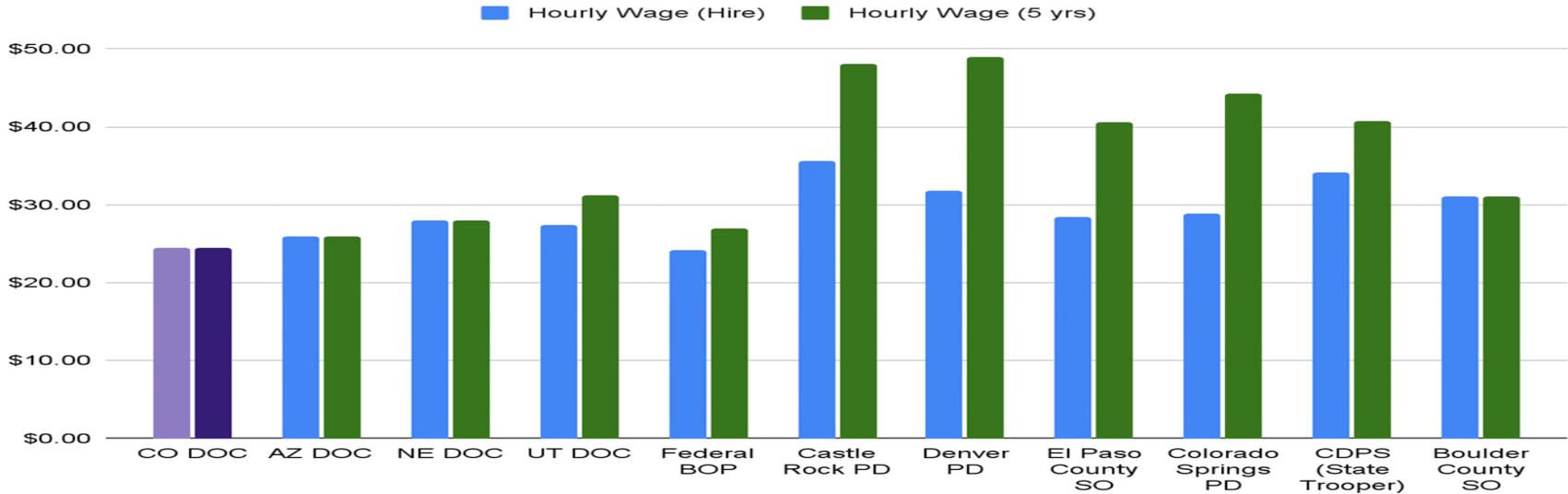
Staffing Challenges

While vacancy rate has increased from 10% to 25%, the applications received have dropped from 1,762 to 852



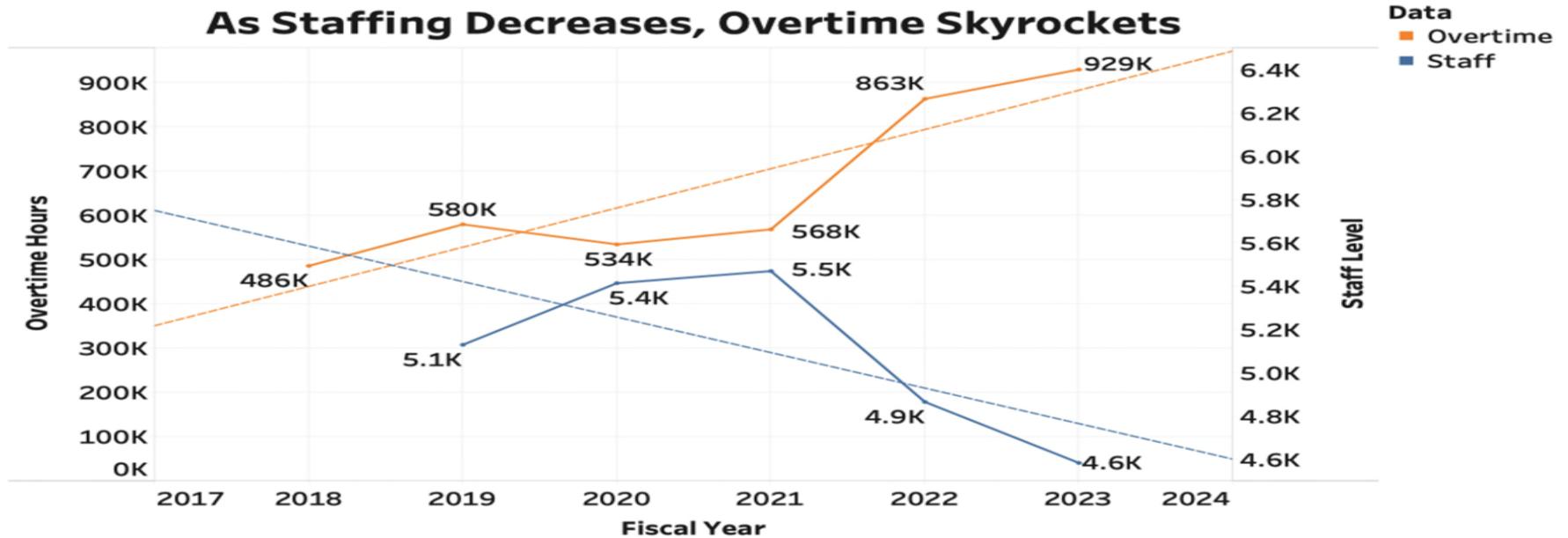
Staffing Challenges

CDOC's wage at hire and five years is behind similar agencies

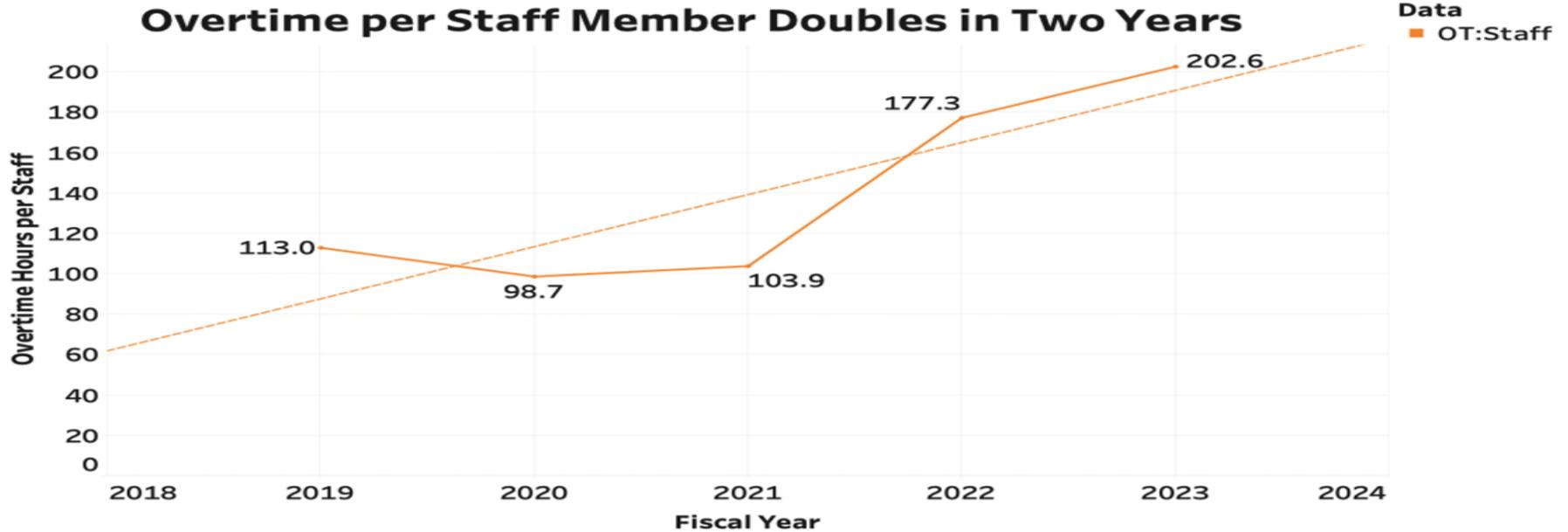


Impacts on Staff

As Staffing Decreases, Overtime Skyrockets



Impacts on Staff

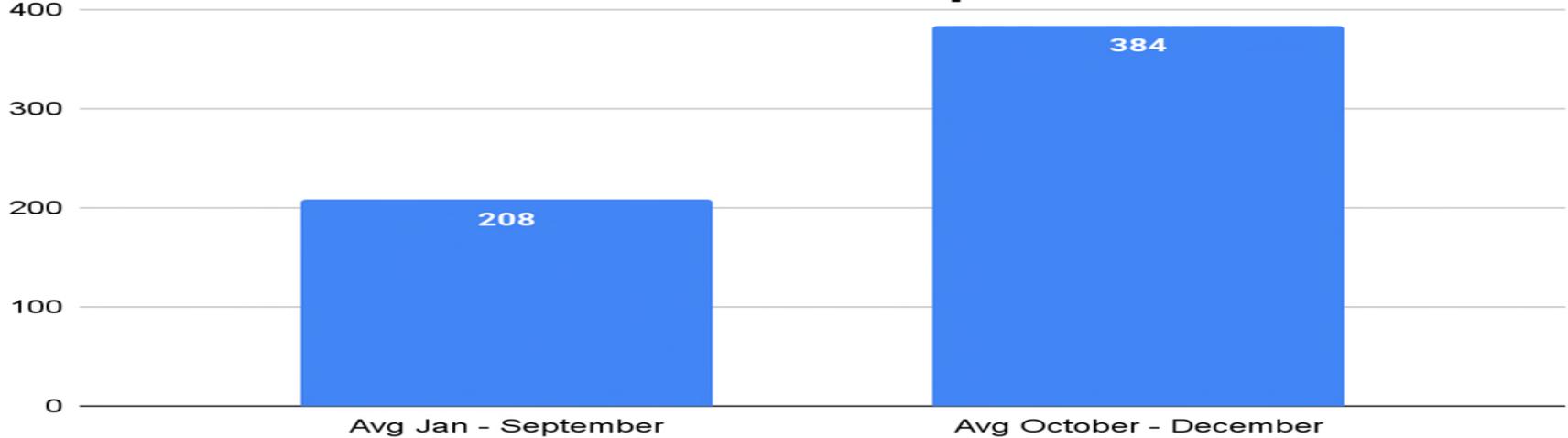


Staffing Efforts: Incentives

		Incentive Size	Staff impacted to date
New Hire Incentives	<i>Correctional Officer Series</i>	\$4,500	215
	<i>All others who report to 24/7 facilities</i>	\$3,250	60
	Hardest Hit Facilities	\$2,500	203
	Relocation Bonus	\$5,000	19
	Referral Incentive	\$2,000	79
Retention Incentive	<i>Correctional Officers</i>	\$4,000	3,253
	<i>"Redeployed"</i>	\$4,000	109
	<i>All others who report to 24/7 facilities</i>	\$1,000	1,083

Staffing Efforts: Incentives

Since launch of the hiring incentive, there has been a 85% increase in average monthly number of applications received for the CO I position.



Staffing Efforts: Recruitment

Enhancements

- Lowered the minimum age for specific classes
- Drug screen change in alignment with Governor's Executive Order
- New hire essential functions health screening, in-house

Talent Acquisition Team

- Recruitment and retention focused
- Modernization of hiring processes
 - Fast track hiring events
 - Social Media presence
 - Targeted ads and software tools
- Strengthening community partnerships



Staffing Efforts: Retention

DOC Employer of Choice

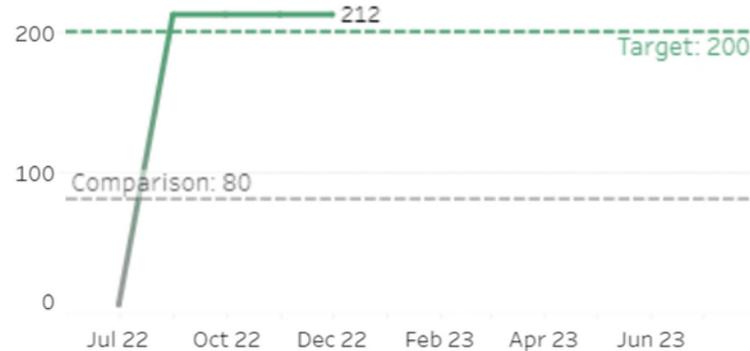
- 2021 CO I Apprenticeship
- 100% Tuition Reimbursement
- Flexible Work Arrangements
- Employee Wellness
- Other Efforts



FY 2022-23 Wildly Important Goals: WIG #3

Wildly Important Goal:

Increase the number of participants in virtual programming from 80 to 200 by June 30, 2023.



Successful completion of this goal will result in an increase in the ability to facilitate critical services such as education and behavioral healthcare remotely. This will bolster availability and access to education and services for the incarcerated population, decrease waitlists for services and improve talent retention and recruitment by decreasing the need for providers to travel to prisons for onsite instruction.

More information

To view monthly updates on Wildly Important Goals and corresponding lead measures, please visit: <https://dashboard.colorado.gov/governors-dashboard/corrections>

For more information on additional Department of Corrections goals, view our FY 2022-23 Performance Plan at: <https://operations.colorado.gov/performance-management/department-performance-plans/corrections>

Performance Management

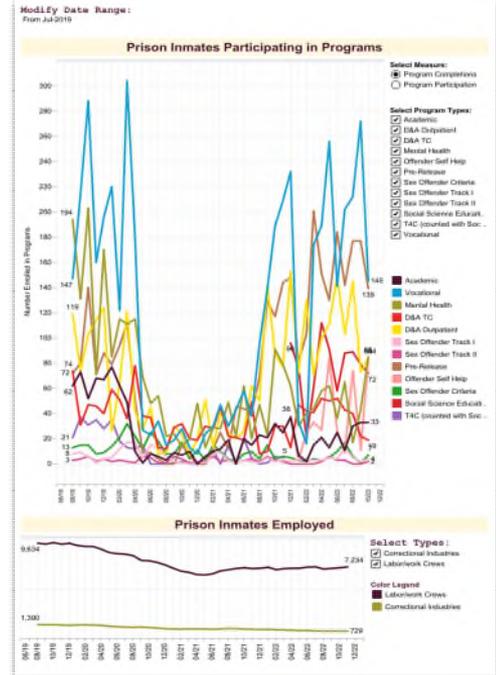
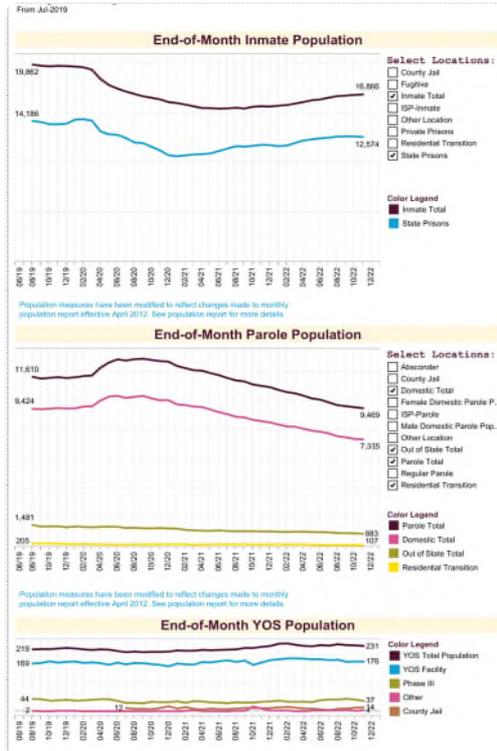
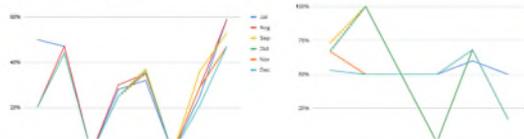
Division Updates
January 2023
Page 2 of 7

Clinical Services:

Clinical services has recently placed a greater emphasis on behavioral health transition. Most recently, we have made significant progress in successfully transitioning offenders on MAT to the community. Clinical services has worked with the Office of Planning and Analysis and the Business Innovation Group to develop behavioral health and MAT trackers in tableau. These trackers have allowed the clinical services team to identify soon to be releasing offenders well in advance of their release. Eligible offenders are offered community in-reach services. In addition to this, we now have the ability to offer MAT to individuals with a diagnosed opiod use disorder within 30 prior to their release. The goal is that this treatment will continue upon community reentry.

Alongside the rest of the Nation, the Division of Clinical Services continues to experience a critical workforce shortage in both the medical and behavioral health fields. As of December 31, 2022 the statewide vacancy rates were as follows:

- | Medical | Sex Offender Treatment Program |
|--|---|
| • Client Care Aide II = 20% vacancy | • Health Professional II = 53% vacancy |
| • Health Care Technician I/IRN = 44% vacancy | • Psychologist Candidate = 50% vacancy |
| • Health Professional II = 0% vacancy | • Psychologist I = 50% vacancy |
| • Mid-level Provider = 36% vacancy | • Social Worker/Counselor I = 50% vacancy |
| • Nurse I/IRN = 35% vacancy | • Social Worker/Counselor III = 65% vacancy |
| • Nurse II/IRN = 0% vacancy | • Social Worker/Counselor IV = 17% vacancy |
| • Nurse III/IRN = 21% vacancy | |
| • Physician = 47% vacancy | |



COLORADO
Department of Corrections

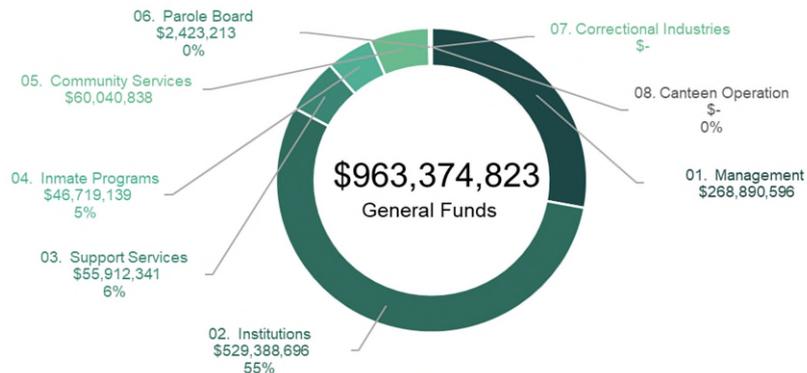
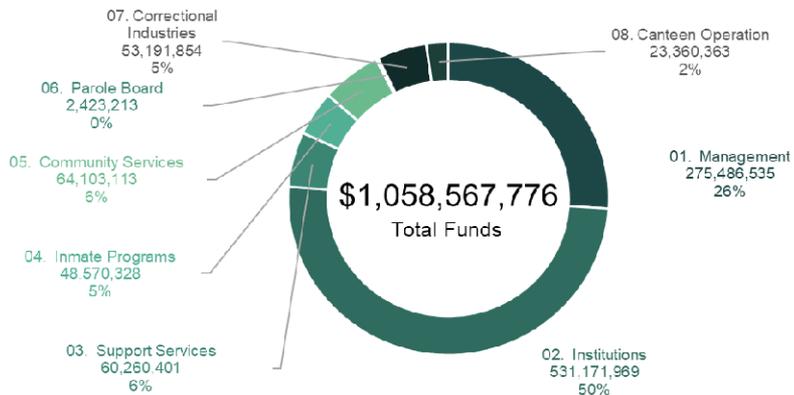


FY 2023-24 Budget Request

FY 2023-24 Budget Snapshot

FY 2023-24 Total Funds: \$1,058M

FY 2023-24 General Fund: \$963M



Select FY 2023-24 Budget Requests

Department of Corrections FY 2023-24 Budget Request includes the following:

R-01 Food Service Inflation (\$2.8M)

R-02 Utilities Operating Budget (\$1.4M)

R-03 Facilities Operating Maintenance Budget (\$1.4M)

R-05 Inmate Clothing (\$0.4M)

R-08 Sober Recovery Homes (\$5.0M)

R-09 Fugitive Apprehension Unit (\$0.4M)

R-10 Gang Disengagement (\$0.5M)

R-11 Virtual Reality Career Training (\$0.8M)

Legislative Agenda

The Department respectfully requests the General Assembly consider legislation on the following:

Fugitive Apprehension Unit Management

- The Colorado Department of Corrections maintains a special unit within the Division of Adult Parole called the Fugitive Apprehension Unit. This unit is comprised of Community Parole Officers responsible for locating and apprehending parolees who have absconded from supervision.
- Community Parole Officers and CDOC Inspector General Investigators are both POST certified law enforcement officers. One operates within the prison context while the other operates in the community. Both of these groups have the authority to pursue and affect arrest outside of the confines of a correctional institution, however by statute, only Community Parole Officers are authorized to apprehend fugitives.
- The Colorado Department of Corrections wishes to expand the statutory authority of the Office of the Inspector General to include the ability for its investigators to apprehend fugitives. By combining these units, we increase the number of individuals who can locate, apprehend, arrest, and return absconders to supervision thereby increasing public safety and maximizing available resources.
- Statutes that will be modified through this bill include: C.R.S. 17-1-103.8

Regulatory Agenda

SB22-043 Enhancing Restitution Services for Victims

- The act requires the Department of Corrections to intercept government windfall payments before the payments are deposited in an inmate's bank account and send funds to the judicial department in an amount equal to any amount owed by the inmate.
- The Department is required to disburse funds pursuant to the order of crediting payments in criminal proceedings.
- The Department is required to disperse any remaining funds in accordance with restitution for inmates sentenced to the Department.
- From August 10, 2022 through January 6, 2023, DOC has remitted to the Judicial Department for disbursement a total of \$929,813.03 in intercepted funds.

SB22-050 Work Opportunities for Offenders in Department of Corrections

- The act clarifies the opportunities available to inmates imprisoned by the Department of Corrections.
- The act clarifies that the rehabilitation and work opportunities available to inmates are to promote the person's successful rehabilitation, reentry, and reintegration into the community.

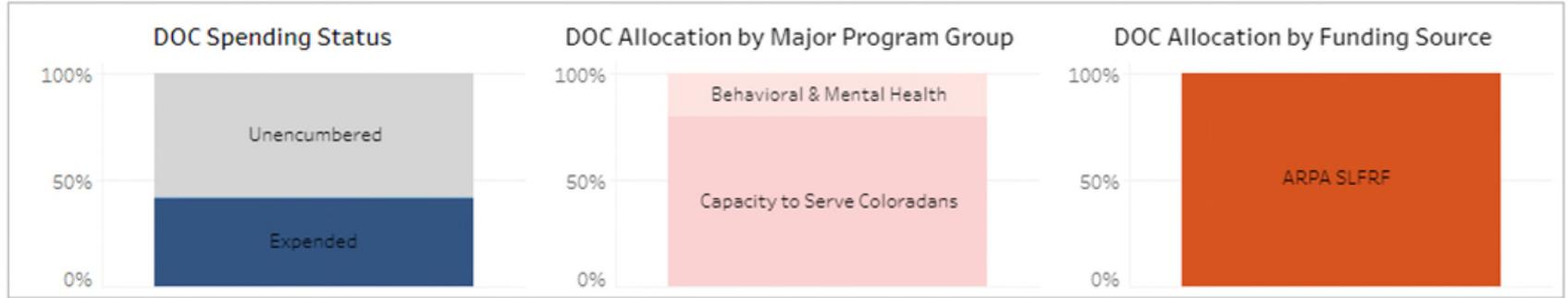
Equity, Diversity, and Inclusion

In accordance with the Governor's Executive Order [2020 175](#), the Department has implemented the following efforts in accordance with its equity, diversity, and inclusion plan:

- Hired a full time EDI Coordinator to lead EDI efforts
- Established the G.R.A.A.C.E. Alliance



Stimulus Funding Implementation



DOC Project List
(Click on project for more information)

Major Program Group	Project Name	Spend by	Allocation	Amount Expended	Amount Encumbered	Percent Expended + Encumbered
Behavioral & Mental Health	Expand Medication Assisted Treatment in Prisons	12/2024	\$3.00M	\$0.00M	\$0.00M	0.0%
Capacity to Serve Coloradans	Correctional Staffing: Hiring and Retention Support Program	06/2023	\$1.35M	\$0.00M	\$0.00M	0.0%
	Department of Corrections Staff Shortage + Booster Incentives	03/2022	\$8.98M	\$5.19M	\$0.00M	57.8%
	Private Prison Retention bonuses	05/2022	\$1.34M	\$1.05M	\$0.00M	78.6%



Stimulus Funding Implementation

SB22-196: Health Needs of Persons in Criminal Justice System



- \$3M to help expand Medication Assisted Treatment in our 19 facilities
- These one-time funds will help with infrastructure improvements, purchases of equipment
- FMS in the process of drawing up plans for Fremont, Sterling and La Vista facilities.
- Made smaller purchases to help expand

Stimulus Funding Implementation

Correctional Staffing: Hiring and Retention Support Program

Since launch of the hiring incentive, there has been a 60% increase in average monthly number of applications received for the CO I position.



		Incentive Size	Staff impacted to date
New Hire Incentives	<i>Correctional Officer Series</i>	\$4,500	215
	<i>All others who report to 24/7 facilities</i>	\$3,250	60
	<i>Hardest Hit Facilities</i>	\$2,500	203
	<i>Relocation Bonus</i>	\$5,000	19
	<i>Referral Incentive</i>	\$2,000	79
Retention Incentive	<i>Correctional Officers</i>	\$4,000	3,253
	<i>"Redeployed"</i>	\$4,000	109
	<i>All others who report to 24/7 facilities</i>	\$1,000	1,083

THANK YOU

